

Rautaki Māori

January 2023



**Burnett
Foundation
Aotearoa**

**“Whiria te muka, kia rere ai ngā
poi - whiria ngā pae tawhiti,
whiria ngā pae tata”**

Plait the muka, so that our poi may fly.
Bring together our near and distant horizons.



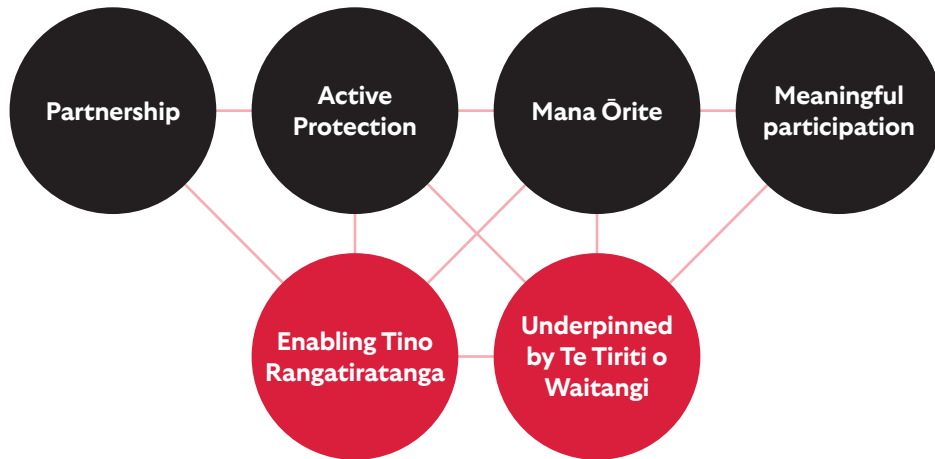
Te Whakapapa

Within any kaupapa Māori it is important to take note of and acknowledge the whakapapa of place, time, and relationships. It is important to know where we have come from in order to move forward and move together with Māori to deliver great outcomes.

Kaitiakitanga and partnership underpinned decisions made in the 1990s by Te Roopu Tautoko to work in partnership with the New Zealand AIDS Foundation (now Burnett Foundation Aotearoa) to continue education and health promotion services for whānau and hāpori Māori living with HIV. This legacy must be recognised and underpin our thoughts and decisions moving forward. We must continue this mahi underpinned by concepts of partnership and commit to being protectors of whānau and hāpori Māori.

Burnett Foundation Aotearoa are now working hard to build capability and capacity to engage better with Māori and to critique our practices and adapt accordingly. We are committed to seeing Māori visually represented right throughout the organisation and to be the example of 'what good looks like' when working for and with Māori. Through this Rautaki Māori we aim to achieve this, with key actions set out for the first year, five years, and 10 years through to 20 years ahead.

Ngā Mātāpono



A kaupapa Māori process led through tikanga provided the foundations to start and create this Burnett Foundation Aotearoa Rautaki Māori. We wanted to understand Burnett Foundation Aotearoa's place in the shared responsibility to support the aspirations of whānau Takatāpui in Aotearoa. Our team committed to working through whānaungatanga (connectedness and interdependence), creating āhurutanga (safety) for all whānau we serve and for us working on this important mahi.

Process

Maehe 2022

Te Wero: Understanding the Challenge

Bringing our team together and understanding our mātāpono, how we'd work together, our whāinga (goals), and pātai (questions).

Hune – Ākuhata 2022

Te Kitenga: Analysis

Bringing together the kōrero and pūrākau to inform our future direction, our strategic goals, and our long and short-term activities.



Āperira – Mei 2022

Te Haerenga: Discovery Phase

Talking to our connected whānau to unveil aspirations, experiences, and areas to improve to engage better with and for Māori.

Ākuhata – Hepetema 2022

Rautaki Māori: Māori Strategic Plan

Whiria te muka

Mission

Burnett Foundation Aotearoa will move together with Māori to deliver great outcomes.

Who are we serving?

Whānau Takatāpui Māori including, their whānau, their hapori, their hapū, their iwi.



Ā Hononga

Our connections are trusted

Ā Whare

Our house is safe

Ā Tāngata

Our people are protected

Ā Tikanga

Our practice is authentic

Rautaki Māori

Pae Tawhiti

Long-term strategic goals help us intuitively feel and understand that we are going in the right direction to deliver great outcomes with Māori. These are our sustained goals and, if these are met, they reassure us that we are doing well. Describing Pae Tawhiti helps us keep ourselves accountable. If we are not feeling these over time, we know we need to take action and do better.

Pae Tata

Short-term strategic goals bring the Pae Tawhiti perspective closer to today. They guide us towards taking strategic directions 'here and now' that will enable us to achieve our long term aspirations.

Te Mahi

Our Actions – are examples of actions that we commit to undertake in the first phase of Rautaki Māori implementation. We include them in our long-term plan to be able to look back and see the progress we have made. New Te Mahi will be introduced each year during our annual planning process, and they will guide us towards Pae Tata and Pae Tawhiti.



Ā Hononga

Pae Tawhiti: Our connections are trusted

We feel trusted. We have great reciprocal connections and relationships ā whare, ā hapori, ā whānau, ā hapū, ā iwi, ā kamupene. Burnett Foundation Aotearoa belongs in hapori Māori.

Pae Tata

Tahi/1 Solidify key partnerships through local tangata whenua in Burnett Foundation Aotearoa rohe including Tāmaki Makaurau, Te Whanganui a Tara, and Ōtautahi, Hui Takatāpui, and Toitū te Ao.

Rua/2 Contribute to the strengthening of hapori takatāpui within whānau Māori, hapori, hapū, and iwi.

Toru/3 Increase relationships within hapū, iwi, and kamupene Māori working towards the same goal of Pae Ora.

Te Mahi

Tahi/1 Create a system map highlighting strength in relationships and areas to be strengthened.

Rua/2 Create a plan to continue building on existing relationships

Toru/3 Incorporate manaakitanga and travel into the budget.



Ā Whare

Pae Tawhiti: Our house is safe

We and the hapori Māori see and feel Burnett Foundation Aotearoa capability and feel a sense of āhurutanga inside our whare, and amongst our kaimahi.

Pae Tata

Tahi/1 Continue to develop the Burnett Foundation Aotearoa workforce cultural capability.

Rua/2 Equitable services and a way of being that see whānau Māori walking through the door.

Te Mahi

Tahi/1 We set clear expectations and provide support to all whānau at Burnett Foundation Aotearoa to grow their knowledge around mihimihi, karakia, and waiata to have the fundamental necessities to engage with Māori in ways that resonate.

Rua/2 Fund the next round of Te Kaa and include Board Members in the Te Kaa programme.

Toru/3 Fund continued Te Ara ki Tua analysis and develop a process for meaningful in-house analysis.

Whā/4 Understand what increasing equity looks like for our services and make a plan to move forward to fill gaps.



Ā Tāngata

Pae Tawhiti: Our people are protected

We feel and see a Māori presence at Burnett Foundation Aotearoa and see Māori representation from kaimahi to the governance table.

Pae Tata

Tahi/1 Attract, manaaki, and work to retain kaimahi Māori at Burnett Foundation Aotearoa.

Rua/2 Understand who we are connected to and where our gaps are to increase our reach to whānau and hāpori Māori across Aotearoa.

Toru/3 Ensure Māori are visible and whānau is felt at Burnett Foundation Aotearoa.

Te Mahi

Tahi/1 Review current recruitment and induction processes to be used as a case study for further recruitment.

Rua/2 Build a plan to attract, manaaki, and retain kaimahi Māori at Burnett Foundation Aotearoa. Utilise this plan to recruit and support a Senior Māori role.

Toru/3 Understand who we are connected to and where our gaps are to increase our reach to whānau and hāpori Māori across Aotearoa.



Ā Tikanga

Pae Tawhiti: Our practice is authentic.

We live, feel, and see tikanga in our models, policies, and practices, which enable the active protection of people, voice, and place.

Pae Tata

Tahi/1 Build evidence-based policy and research underpinned by Tikanga Māori values.

Rua/2 Ensure Tikanga forms the foundation of our practices across the organisation.

Te Mahi

Tahi/1 Review our existing research, policy, communications, and marketing practice and develop criteria underpinned by Māori values that will allow us to assess if our processes and outcomes are aligned with Tikanga Māori.

Rua/2 Build our organisational tikanga.



References

1. “Aotearoa New Zealand People Living with HIV Stigma Index: Māori Participant Report 2021”. Te Whāriki Takapou, February 6 2021. Available <http://tewhariki.org.nz>
2. Aspin, C. (1996). Te whanaketanga o te iwi whanui takatapui ki Aotearoa me te hauora o nga takatapui tane i tenei wa: Gay community development in New Zealand in the 1970s, and implications for the health of gay Maori men in the 1990s. *Social Policy Journal of New Zealand/Te Puna Whakaaro*, 7: 42–51.